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MH, AH 2022 election rundown

by JAMES MATTHEWS
Local Journalism Initiative Reporter

While Minden Hills voters already know who their mayor and deputy mayor are, the race for Algonquin Hills' top office is a two-horse race.

Three of the four mayors of all four Haliburton County municipalities have opted for greener pastures away from municipal politics.

Minden Hills' new mayor and deputy mayor will be acclaimed Aug. 22 when the nominations are certified and made official.

The period for nominations across the province closed Aug. 19.

There are few incumbent candidates and there are a handful of one-horse races county-wide.

The electoral outcome will translate to a new-look county council after the final votes are cast Oct. 24. Advance voting will take place Oct. 14.

In Minden Hills, Bob Carter is the only candidate for mayor. He's the current representative of Ward 1.

Incumbent Lisa Schell is the only name on
see AH page 2



Driving for VDO

Retired LPGA professional golfer Sue Ertl was stationed at hole 17 for the celebrity challenge (closest to the pin) at Blairhampton Golf Club during the Volunteer Dental Outreach Golf Tournament on Thursday, Aug. 18. See more photos on page 13. /VIVIAN COLLINGS Staff

AH employees delighted with four-day work week

by GRACE OBORNE
Special to the Times

It's been a little over a month since the start of a compressed work week trial for Algonquin Highlands township staff, and with several weeks into a new routine, township employees are happy with the progress.

In June, Algonquin Highlands council supported the trial, which began July 4, and will continue until Feb. 28, 2023. The compressed work week arrangement means that staff working in the township office have been working 8.75 hours per day, rather than their original schedule of 35 hours per week. Employees have been working from 8 a.m. to 5 p.m., Monday to Thursday or Tuesday to Friday.

"A compressed workweek is a flexible work arrangement whereby an employee works longer hours in exchange for a reduction in the number of working days in the working cycle," read the Algonquin Highlands' Compressed Workweek (Trial) Policy.

According to CAO, Angie Bird, staff have appreciated the additional personal time they gain from this new work plan.

"The feedback has been all very positive. Staff really appreciate the opportunity to integrate additional personal time into their already busy work week," Bird said.

For Chad Ingram, Algonquin Highlands' communications coordinator and full-time employee, the new four-day work week has

see STAFF page 2



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Algonquin Highlands staff are spending more time with family while the public has seen expanded service hours (8 a.m. to 5 p.m.) after the township implemented the voluntary four-day work week. /Photo submitted by Chad Ingram

Staff, public benefit by four-day work week

from page 1

been nothing but a positive experience for not only himself, but his family as well.

"I'm personally a huge fan of the system. I find that that it's worth it to put in a few extra hours during those four days, and then to have a long weekend, most weekends. In my case, I have two small kids, so this allows me more time to spend with them," Ingram said.

Though the compressed work week has been beneficial for staff and their families, it is also worthwhile to the public.

Township office hours are now from 8 a.m. to 5 p.m. daily, providing an additional five hours of service delivery per week.

"Certainly, one of the benefits, in terms of residents, is that because we're working longer days, so the office is open longer. Now a workday is [8 a.m. to 5 p.m.] so the office, therefore, is open [8 a.m. to 5 p.m.]. So instead of 40 hours a week being open to the public, the office is now open 45 hours a week to the public," Ingram said.

The trial is encouraged for staff to try but is not mandatory. There have been staff who have opted out due to other challenges, meaning they continue to work a five-day work week from 8:30 a.m. to 4:30 p.m.

According to the staff report to council, "prior to the end of the trial, staff will bring a report back to Council for consideration with a recommendation on whether to the trial should be extended, terminated or made permanent. If Council supports the policy, and the recommended start date, staff will post the changes to the office hours on the township website and on the Township's various social media platforms."

Mayor Carol Moffatt has recognized that staff are even

happier than they were before the compressed work week.

"I'd like to think that that this is one more way in which Algonquin Highlands can be a leader in business models. Algonquin Highlands staff are all pretty happy generally anyway, but there's certainly a lot more smiles. There seems to be a different sense in the air, so it's my impression that people are happy with the scenario," Moffatt said.

A four-day work week has been implemented in other municipalities such as Dysart et al, but not to the greatest extent that it could be.

"We have four-day work weeks for our roads crew during their summer schedule. We haven't made any proposals to council yet in terms of this type of arrangement for office or other staff, but monitoring with the hope that the current pilot with our neighbours is successful. If we were to consider a compressed work schedule, we'd have to consider our staff complement within each department and our ability to continue to provide the same level of service within a different time schedule. It is one tool that employers may have to consider more in the current job market to remain competitive," said Dysart et al CAO, Tamara Wilbee.

For the municipality of Highlands East, it has not been put into effect but is being strongly considered.

"Nothing has been implemented at this time. I can't answer whether this will be implemented or not as no decision has been made. I can advise that we are reviewing all policies that have been implemented by others in Haliburton County on alternative working arrangements," said Highlands East CAO, Shannon Hunter.

For more information about Algonquin Highlands, visit www.algonquinhighlands.ca/government.php.

AH Ward 2 race has four candidates

from page 1

the ballot to be the township's deputy mayor.

There's a two-horse race between Tammy McKelvey and Trevor Chaulk for councillor-at-large duties.

Hoping to replace Carter in Ward 1 at the council table is Ivan Ingram, Shirley Johannessen, Richard Bradley, and Mike Grozelle. That ward has two representatives because of its geographic size.

"The decision was made during the 2001 amalgamation process," said Minden Hills deputy clerk Vicki Bull in an email. "Ward 1 is comprised of the former geographical township: Anson, Hindon and Minden. Two Councillors are

elected to represent the larger area."

Ward 2 incumbent Pam Sayne is campaigning against neophyte candidate Stephen Hertel for the seat.

Bob Sisson was the only candidate for Ward 3.

In Algonquin Highlands, Mayor Carol Moffatt decided not to ink her name to the ballot this go-around. Candidates in the mayoral contest are current Deputy Mayor Liz Danielsen and Mike Lang.

Incumbent Julia Shortreed is the candidate for Ward 1. Lisa Barry, Amber Meirik, Napier Simpson, and Sabrina Richards are looking to be the voice in Ward 2. Jennifer Dailloux is the only name to come forward for Ward 3.

Shoreline bylaw vote is on the horizon

by VIVIAN COLLINGS
Times Staff

Please note this story was written about the Aug. 10 Haliburton County special meeting of council. See next week's Times for coverage on the shoreline preservation bylaw discussion during the Aug. 24 regular council meeting.

Haliburton County council decided it is still too soon to pass the shoreline preservation bylaw, so it will be reviewed again at the next regular council meeting on Aug. 24 once more adjustments are made.

One of the adjustments will be to consider wetlands as protected within the bylaw.

"I'm not comfortable with some pieces of [the proposed bylaw], however, we are so close it's not even funny, and if we can't get it in two weeks, then where does it say we can't have another special meeting in September to get the thing done, but get it done so that we can go to our people and say, 'not only is this a good bylaw on paper, but the darn thing is going to work, and it's going to work well for all of us; the environment, the governments that are affected, and also the people,'" said Deputy Mayor of Highlands East Cecil Ryall.

During the Aug. 10 Haliburton County special meeting of council, councillors reviewed comments made about the new Haliburton County shoreline preservation bylaw document from solicitor Paul Dray of Paul Dray Legal Services.

Dray's comments were presented by senior planner Jason Ferrigan of J.L. Richards and Associates Ltd, and they consisted of language change recommendations to provide more clarity to certain sections of the document.

To help give more clarity to readers, council decided to move definitions of words within the document to the beginning of the and to also add a severability clause.

Decision to hold the vote

Some council members were prepared to pass the bylaw at the special meeting, while others thought it was too soon.

"We've had five years invested in this and there's been comments made on multiple

platforms, folks that have only paid attention in the last little while, and there's a lot of time and energy both by this council, the lower tiers, staff, a lot of stuff. There's no bylaw or legislation that's perfect, and we've not only made reference during the course of this process that this is a living thing, that if there are things with unintended outcomes that council can quickly change those things with whatever we pass. I can say that I think this is a good product. I think it passes all kinds of standards and tests when I compare it to other jurisdictions ... I am ready to move forward with this. Water and our natural environment is our principal asset in Haliburton County," Mayor of Minden Hills Brent Devolin said.

Warden Liz Danielsen said, previously, a vote might have been held at the special meeting on Aug. 10 to amend the bylaw, but she suggested another option is to bring a "clean document" back to the Haliburton County regular council meeting on Aug. 24 to vote on.

"I know that will open us up to another round of emails on all sides, and it would have been my preference [to vote now], we've just worked on this for so long, but there are some things that need clarity," Danielsen said.

Deputy Mayor of Minden Hills Lisa Schell said she is in support of the decision to clarify items in the document further, but she wishes for the current council to vote on the bylaw instead of leaving it for the next term.

"At the end of the day, I'm elected by the residents of Minden Hills, and everything that our council has received from our lake associations within our municipality, they are in favour of this document. I know that some of our other councillors sitting here from some of the lakes within their district are not in favour, but we have to vote based on what we are hearing from our constituents," Schell said. "I am prepared to do as you said and bring back a clean copy so that we all have an opportunity to see it, but once that's done, I would like to see this council either move this forward or put it to bed. I don't like the idea of leaving it for the next council."

Algonquin Highlands Mayor Carol Moffatt agreed and said the process of the shoreline preservation bylaw has been slow, but a clean copy is necessary.

"I still don't feel that this is the time to pass and enact a bylaw ... that doesn't mean I don't think we've done really good work. I just think the implementation is going to be a lot more complicated, and I think that needs to be clearly spelled out prior," Mayor

of Dysart et al Andrea Roberts said.

Schell and Danielsen addressed the situation being called a "lame duck" by some community members.

see COUNCIL page 4

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August 25 – Regular Council Meeting
September 8 – Regular Council Meeting

Please note Council Meetings are reduced to one (1) meeting a month August.

Members of the Public are invited to observe Council proceedings by joining a live-stream link available on the township website at www.mindenhillsc.ca/council/ or by using the direct link provided in the notice. Meeting agendas are not displayed during the meeting, please download by visiting our website at www.mindenhillsc.ca/council/. Please note the live stream file/video will be available to the public for the duration of one week after the Council Meeting.

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Council decides to protect wetlands in shoreline bylaw

from page 3

"We have gotten legal advice. There is absolutely no "lame duck" associated with this project. It's been budgeted for us, it's been planned, we've been working on it for years, the money's in the budget, and it's the financial aspect of it that has the most impact on the "lame duck,'" Danielsen said.

Wetlands as part of the bylaw

Council expressed their desire to protect wetlands within the shoreline preservation bylaw.

Ferrigan spoke about section 2 of the bylaw which states, "This By-law shall apply to the shoreline in the County," and said that "bodies of water" needed to be further clarified within the document so readers could identify what is also considered "shoreline."

"Shoreline is a defining term. Through our discussion, as we were looking at the definition of shoreline, which includes a secondary reference to a body of water, and then going back and looking at the definition of prohibited area, those two definitions in particular, body of water and prohibited area, they're subject to some interpretation, and our recollection of the conversation that we had with county council was that county council was interested in protecting the shoreline, the first 20 metres back from the high-water mark," Ferrigan said. "County council was also interested in protecting environmental features within the community that are identified in the county and in the local planning document. If you go and read the definition of "body of water" in particular, it can be interpreted in two different ways. It can be in-

terpreted in that council is seeking to protect wetlands only within the defined shoreline area, so that first 20 metres back from the high-water mark. Or, it could also be interpreted as county council wishes for that protection to be extended to wetlands beyond the shoreline area."

Ferrigan expressed their desire to alter the language used in the bylaw so it is subject to less interpretation and asked council if they wished for the bylaw to include language to state that wetlands are also protected.

"It was my understanding that at the end of the discussion we had agreed on the desire to protect the wetlands overall, not just the 20 metres, but I would look to members of council to confirm that or comment," Danielsen said.

"Maybe there's an opportunity to add something, such as a phrase that refers to, 'and those lands zoned as open space or environmental protection,' so that may be the fix that council's looking at for some clarity that doesn't specifically say wetlands, but it would include them if the townships have zoned it accordingly," said director of planning for the County of Haliburton Steve Stone.

Ferrigan said, "I would suggest that if county council wishes to have the bylaw apply to wetlands, then we would take your direction and go back and look at the definition of body of water, and look at section 2 of the bylaw ... and we will need to change that definition slightly."

Roberts said protecting wetlands have been a concern for many people across the county, and both Roberts and Danielsen said they believe wetlands should be included in the

shoreline preservation bylaw's definition of "body of water."

Addressing environmental impact studies

Roberts brought up a recent zoning amendment in Dysart where property owners desired to extend residential zoning on their property.

The owners needed to acquire an environmental impact study to determine where wetlands existed on the ground in comparison to where they existed on Dysart maps because the wetlands on the maps didn't match real wetlands on the ground, which cost the owners thousands.

"I guess part of my concern is our mapping. It isn't necessarily accurate to what's on the ground," Roberts said.

"We had a similar situation for an application where there was an identified wetland that actually didn't exist, so I think that's maybe a note to staff that some of the tools we use may not be exactly aligned. Yes, those studies are expensive, and I think part of the overall intent of this glacial process is around the expectation or the obligation of stewardship," Moffatt said. "Wetlands are the lungs of the Earth, and we have lots of them in Haliburton County, and if you have one on your property, it's a stewardship opportunity. So, we almost shouldn't have to put anything in place to govern that, but it sounds like we do, and unfortunately what goes with that could be those studies ... the bottom line is this is an overall view to maintain what we have for as long as we can."

Reviewing the document on an ongoing basis

Ferrigan asked council if they would like to change wording to say the bylaw will be reviewed on "an ongoing and periodic basis" rather than yearly so there is no commitment to review it each year.

"Definitely, I agree with the suggestion. We've seen here after two years of COVID that things didn't happen on an annualized basis. This is a huge improvement. I think it aligns with our intent with this ... I fully expect, unfortunately within the municipal world, that we have today, that anything we do in terms of bylaws and rules are going to be a challenge at every level, certainly in the world we live in. This definitely will remove some ammunition for somebody to use to undermine whatever we do," Devolin said.

Warden Liz Danielsen agreed that the new wording would better follow the county's intent on the process of reviewing the bylaw.

Moffatt said, "I agree about alignment with the intent, and also perhaps from the opposite side, is it also will allow the county and the public to be able to respond as needed to anything that might pop up that, when things are this big and this new, something could come up that either needs enhancement, refinement, modification, and you don't want to say, 'you know, we can only do it once a year,' so it can be addressed on a more responsive basis, and I think that's helpful."

Haliburton County council's next regular meeting will be held on Wednesday, Aug. 24 at 9 a.m. and can be watched here on their YouTube channel www.youtube.com/channel/UCD5Nnj_j7WcU-OkketJpqqw.



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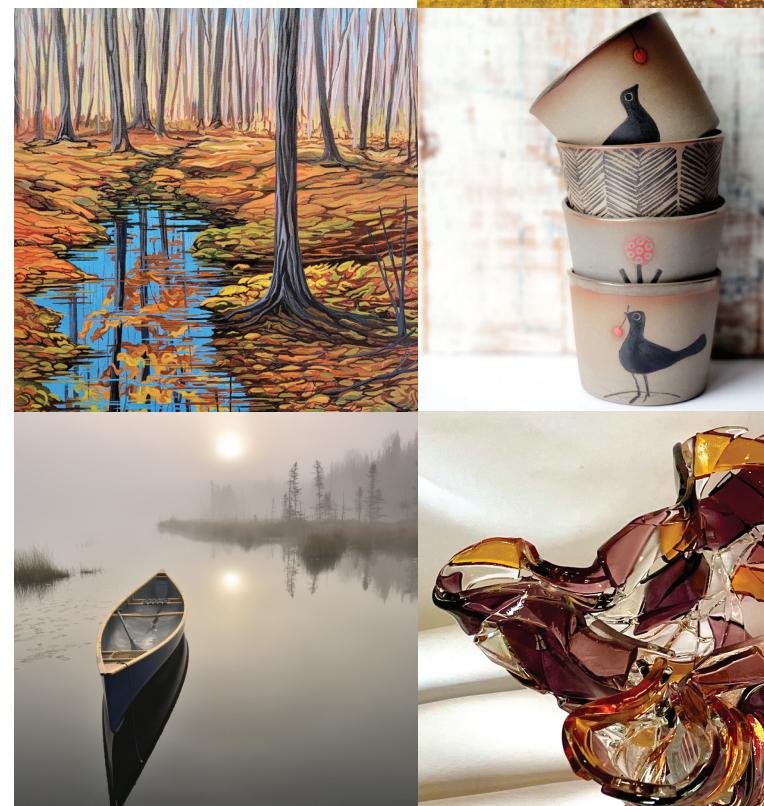
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DAVID ZILSTRA
Publisher and Ad Director,
david.zilstra@gmail.com

JENNIFER MCEATHRON, Admin
jenniferm@haliburtonpress.com

DEBBIE COMER, Circulation
debbie@haliburtonpress.com

DARREN LUM, Reporter
darren@haliburtonpress.com

VIVIAN COLLINGS, Reporter
vivian@haliburtonpress.com

JAMES MATTHEWS,
Local Journalism
Initiative Reporter
james@haliburtonpress.com

KAREN LONDON,
Production Co-ordinator
karen@haliburtonpress.com

STACEY POTALIVO,
Production
classifieds@haliburtonpress.com

2 IGA Road, Box 97
Minden, ON, K0M 2K0
• 705-286-1288 • Fax 705-286-4768
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APRIL MARTIN
Production

LAURA SMITH, Sales
laura@haliburtonpress.com

PAUL BANEOPOULOS, Sales
paul@haliburtonpress.com

INSIDE SALES
classifieds@haliburtonpress.com

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Pride for loved ones

WE ALL care about things that are close to us. I think back to 2013 when Haliburton County came together when the Gull River overran its banks, leaving homes and businesses in downtown Minden and other parts of the area flooded. It was friends helping friends, and, more importantly, neighbours helping neighbours. This was clear the spring flooding wouldn't be the end of us, but a continuation of the compassion and generosity that is possible when Highlands' resident care about each other. We didn't expect anyone to come to our rescue and united for a cause. This is the small town character I have grown to love and appreciate, particularly because I grew up in the suburbs where neighbourly help wasn't always present.

Then again, some outside help did come when the light shone bright on the community in the wake of the flooding. The subsequent fundraisers led to thousands of relief dollars being raised, including by those who came from outside the community. How this played out was an example of what a community can do when it cares.

We need to do this again, except this time it's for the LGBTQ2+ community who are facing more and more hate online and in-person.

From reading the past few issues of the *Times*, it's easy to see I'm behind Minden Pride 100 per cent and ally of the LGBTQ2+ community. I not only believe in inclusivity and love, but I know someone in my life who is gay and has shared with me the challenges he faced while growing up, which came from others, his parents and internally.

He was a teen of the 1980s, which wasn't a time of inclusiveness or understanding of different people – we're not even talking just about being gay. I remember him telling me how a guidance counsellor seemed confused by how his math marks weren't higher than they were.

'Aren't you people supposed to be

good at math?' his guidance counsellor asked him. The 'you people' was referring to him being Chinese. I guess he missed the memo. And, apparently, so did I – Hello, journalism.

His father used to introduce his partners as "friends" in Chinese because he didn't want to explain. I can't imagine these repeated actions and behaviour about nonacceptance does to a person, but I imagine it's not good.

When it comes to a teen having to deal with the struggles of life, but add to it the challenge of accepting your homosexuality and all that it entails, I don't know why anyone would "choose" that for themselves, as if it were a choice you want to make. I was told he considered suicide many times, believing then it was an option worth considering.

I don't know how one processes the internal struggle of wanting to kill oneself because of the multitude of hatred directed by others, who want to exclude someone they don't know and hate them for what they don't understand.

According to Statistics Canada (from 2018), there are close to one million people who are part of the LGBTQ2+ community, which accounts for four per cent of total population aged 15 and older.

Why extend any hate to so many? But, then again, hatred on any level to any number does no one any good, even the hater.

Let's not add to the struggles of people who are part of the LGBTQ2+ community. Let's help by showing support and acceptance. I don't expect everyone to accept everything, but I hope that tolerance can be extended and want to believe people who don't understand are open to learning, to see how what is different isn't scary.

Everyone wants to be accepted for who they are. It's a cold place to be when left out. I haven't always got along with this family member, but I've always loved him. I stand with him always. Just like I stand with Minden Pride.



DARREN LUM
Editor

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Everyone wants to be accepted for who they are. It's a cold place to be when left out. I haven't always got along with this family member, but I've always loved him. I stand with him always. Just like I stand with Minden Pride.

IN OTHER WORDS

Columns and Letters to the Editor

Kwarky



"It's a breeze through Customs."

A camper's guide to hammocks

IF YOU have been paying attention to backpacking, hiking, and camping trends lately, you are probably aware of the camping hammock. They are now very popular, primarily because camping enthusiasts do not remember the hammocks of my youth. Nor do many people my age actually, possibly due to the concussions we got from falling out of them.

When I was a kid, a hammock was used by adults as a refuge when a little peace and quiet was needed.

But it was the kids of my generation who pioneered the many possible entertainment benefits of a well-situated hammock.

For the most part, we used them primarily as giant slingshots. Many people are surprised to learn that with the right hammock (the one your parents were not watching at the time) you could launch a watermelon or an unsuspecting rube several yards.

We also used hammocks for experiments on terminal velocity and centrifugal force, though we did not know it at the time. Both of these types of experiments were well suited to hammocking, since the hammocks of our day were like bucking broncos, but only if the horses took it down a notch.

In fact, any kid that could last three seconds on a hammock was deemed ready for a promising career in rodeo.

So much for my credentials regarding hammocks.

Modern camping hammocks are very different. Most have sewn in tops with bug nets. So the trick is no longer staying in a hammock, it is getting in the hammock and then, one day, God-willing, getting out.

Getting in a modern-day camping hammock is like trying to crawl into a garbage

bag in a hurricane.

It starts off civilly enough. You walk up to the hammock, whispering soothing words of comfort to keep it calm. Then, you search for a few minutes until you find the zipper. After unjamming said zipper, you unzip it to create an opening that you could have fit into about 25 years ago. Sticking in your head and shoulders, you realize that the next part requires gymnastic skills you never possessed. First, you must turn your back to the hammock. And that is always inadvisable.

Then you must lower your posterior into a precarious cradle, which will remain below you right up until you finally feel it is safe to trust again. Milli-seconds later you will be on the ground with a relocated tailbone, after having done an unintentional backflip or two. Luckily this only happens five or six times, before the hammock gets bored.

Eventually, you will have sat in the hammock and then wriggled your way into the sort of position that was popularized by Egyptian mummies – which should be your first clue that you might be there a while. At this point, you will consider zipping the mosquito netting up. Don't do it. It's a trap.

But, of course, the buzzing convinces you otherwise. Unfortunately, it is only after you zipped up the hammock that you realize that all the buzzing was coming from the inside of the mesh.

The next five or so minutes is filled with needless bloodshed. But it will end after the mosquitoes cannot consume any more.

So, eventually, you will unzip your hammock, take a deep breath and begin your quest for the peace and quiet that eluded your parents. Which is when the kids will come along carrying a watermelon ...



STEVE GALEA
Beyond 35

IN OTHER WORDS

Columns and Letters to the Editor

Summer: going, going

THAT VOICE is in my head again. It sneaks in every August; a throbbing, melancholy voice sighing sad words about loss and change.

“All the rainbows in the sky

Start to weep and say goodbye

You won’t be seeing rainbows anymore.

“Setting suns before they fall, echo to you that’s all, that’s all

“It’s over. It’s over. It’s over.”

It’s the voice of the legendary Roy Orbison coming through the car radio.

He’s singing goodbye to a girlfriend who has broken his heart by being untrue.

To Roy it’s about being jilted. To me, his 1964 operatic rock ballad is about the loss of summer. Alas, another summer is ending.

There’s still a month to go before summer officially gives way to autumn. Leaves on the trees are fading but seem in no hurry to turn to their golds, crimsons and yellows. Temperatures are above normal, even at night. The lake is still warm enough for swimming.

The calendar, however, cannot be denied. Some students are back in school already and the remainder return to classes in less than two weeks. Birds and insects are saying their goodbyes to August blooms. They know that global warming or not, temperatures will start to fall any day now ...

Sorry, but summer is over.

I’m not unhappy about that. I’ve never been a summer fan. Maybe that’s because of a fair chunk of life spent in Northwestern Ontario and Northern Alberta, places where summers can be fair but often short.

That’s not to say I dislike summer or begrudge those who love it. Most people relish the sun and heat and the swimming, golfing and other outdoor pursuits.

Some are seriously affected when summer ends. They suffer Seasonal Affective Disorder (SAD), which most often strikes people during the winter. When it occurs in summer it’s called Reverse Seasonal Affective Disorder.

Studies show that roughly 15 per cent of Canadians will experience some SAD depression in their lifetimes, most because of winter, but many because of summer’s end.

U.S.-based National Alliance on Mental Illness (NAM) regards the late summer blues as serious enough to declare September Suicide Prevention Month.

For me, there is something special about the end of summer. It is a time of beauty and plenty.

Late summer blooms, domestic and wild, put on a glorious show before wilting and waiting for the early frosts to end their year.

Fresh vegetables become abundant. Corn and tomatoes, available only in cans or shipped in from far-off places at other times of the year, are close at hand to be picked fresh.

Whether you are outside admiring the flowers, or picking corn, you can do so without the painful bother or mosquitoes and other bugs. They are not all gone yet, but they certainly are a lot less numerous than they were a month or so ago.

Summer’s end also is a time for reflection, and for planning. While thinking back on the joys of a terrific summer, it’s time to start planning for winter and its special joys. There is curling and hockey and skiing and skating to look forward to.

And, for many there is planning for that winter vacation that probably has been postponed for the last couple of years because of the COVID-19 pandemic.

There also are holidays and festivities to look forward to: Rosh Hashanah, Thanksgiving, Hallowe’en, then Christmas and New Year’s.

Sunbathing days certainly are gone, or going, but the change from summer to fall does not mean an end to comfort and warmth.

I’m looking forward to wearing my bomber jacket and feeling a fluffy wool blanket on the bed. Then there’s the comfort foods. A bowl of hot soup or warm chili.

The change of season brings change to many parts of our lives, and that’s a good thing. What we eat and what we wear changes with the season and so does how we think.

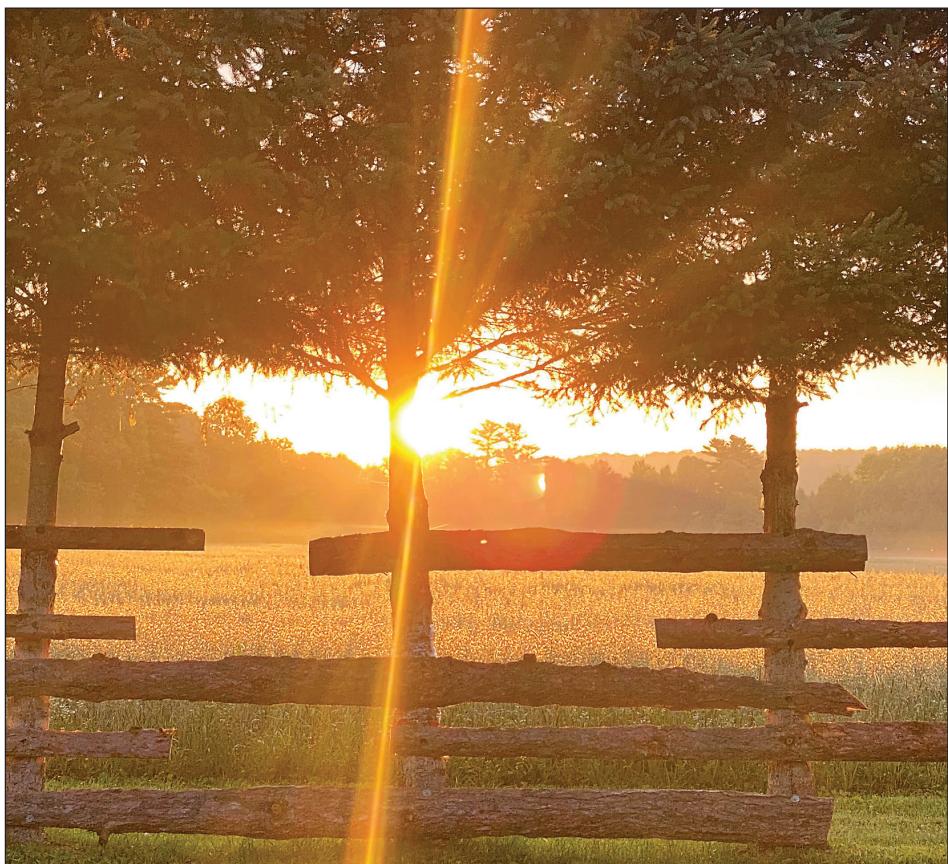
Human beings need change. Change refreshes our attitudes and allows us to replace old, worn-out thinking.

We are lucky to live in a place where Nature provides change four times a year.



JIM POLING SR.

From Shaman's Rock



The morning sun is captured as it rises above Minden. /Submitted by Guenter Horst

letters to the editor

Questioning validity of complaints

To the Editor,

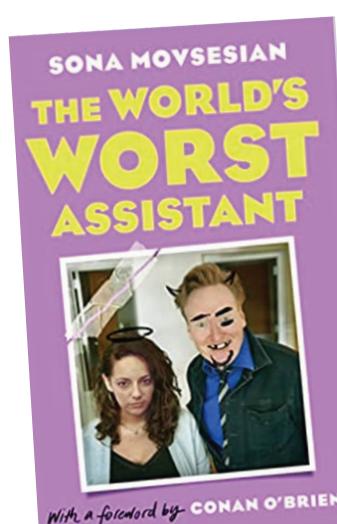
In response to your recent article, *Health unit order to shut down outdoor hot tubs has resort owners boiling*, and as one of those owners, the Health Unit has indicated that ‘Since this decision, our health unit has received several complaints of other travel accommodations within our jurisdiction operating private backyard domestic spas on their premises. We are required to follow-up with such complaints and have done so,’ health protection division manager Richard Ovcharovich wrote.

I strongly doubt that there were any other

complaints, especially as both Sandy Lanes Resort and Buttermilk Falls Resort were visited on the same day (and Sandy Lanes didn’t even have tubs in operation, and hadn’t since the preceding April). The only complaints we have ever had at Buttermilk Falls are when the tubs are not working, or when guests cannot book a cottage with a tub because they are already booked. I would love to see proof of these complaints, but I suspect they will indicate that they are confidential.

Stephen Orr
Buttermilk Falls Resort

HCPL's Nonfic Pick - August



Most people know Conan O’Brien, quirky late-night talk show host extraordinaire. But did you also know that he had the same assistant for more than 12 years? From that relationship comes this completely hilarious and irreverent how-to guide for becoming a terrible, yet unfireable employee, and getting away with doing the bare minimum at work.

With a forward from Conan O’Brien himself, *The World’s Worst Assistant* is populated with hysterical black-and-white illustrations, comics, and more. It’s a mixture of how-tos (How to nap at work and how to Watch TV at Your Desk), tips for becoming untouchable (by memorizing social security and credit card numbers and endearing yourself to friends and family), and incredible personal stories from Sona’s 12 pleasantly dysfunctional years working for Conan. In these pages, Sona explains her descent from ambitious, hard-working, detail-oriented assistant to self-awarded title-holder for the worst assistant in history. Check out this charming memoir from HCPL today.

Help wanted: Data shows Haliburton County has a slim labour pool

by STEPHEN PETRICK
Special to the Times

This is the second in a series of stories the *Haliburton Echo/Minden Times* intends to run to address how a labour shortage is affecting our communities. This story looks at how the private businesses, and particularly restaurants and resorts, are dealing with a lack of available workers.

An ominous message appeared recently on the Facebook page of Minden-based business Godfathers Pizza.

"We regret to inform you that as of Friday, July 29th we will be closing our doors temporarily due to a staff shortage," the post read. "We are currently hiring for all positions in the hopes to be operating as usual in the near future."

A post on the Facebook page of The Mill Pond restaurant in Carnarvon pointed at the same problem.

"There's the shortage of workers," wrote owner Brad Archer in an Aug. 1 post. "How does this affect small business you say? Well without workers we can't provide the service that our customers want. This is why I haven't been open nights during the week."

In an interview later with the *Haliburton Echo/Minden Times*, Archer said he has a healthy customer base, but due to a lack of workers this summer he's been staying closed on Mondays and closing at 3 p.m. on Tuesday to Thursday. The shortage of workers, he says, means he can't operate during the lucrative dinner hours.

"In Haliburton County the pool of employees to choose from is only so big. Everywhere you go there's a help wanted sign. I think it's a sign of the times."



He's right. Statistics show Haliburton County has a slim pool of available workers, forcing business to close at unusual hours and sacrifice potential income despite their location in a bustling summer cottage community.

The specific factors driving this shortage aren't all entirely clear yet, but the issue needs to be treated with some urgency, many business leaders say. If not, independent small businesses – the kind that give Haliburton County its unique tourist-town charm – are at risk of closing and crippling the economy.

"It's beyond crisis," said Haliburton Highlands Chamber of Commerce execu-

tive director Bob Gaudette, who works with small business owners and is seeing the help wanted signs seemingly everywhere. "And it's heading into catastrophic impacts."

The working demographic can't keep up with growth

A deep dive into statistics on Haliburton County's labour situation reveals some challenging trends, said Jennifer Lamantia, executive director of the Peterborough-based Workforce Development Board, which studies the labour pool in a region that also includes Northumberland, Kawartha Lakes and the Highlands.

She pointed out that recent census data showed that Haliburton Highlands has experienced a 13 per cent population growth between 2016 and 2021, a rate that's significantly higher than overall provincial population growth of 5.8 per cent.

But Haliburton has an older population. The percentage of Haliburton residents who are between ages 15 to 64 – the age of people who tend to be in the workforce – is only 55 per cent, compared to the provincial average of about 65 per cent.

That means there's a growing number of people in Haliburton County who need services, but businesses don't have a large employee pool compared to other regions. They then struggle to hire new people who can provide the additional services needed to capitalize on this growth.

Lamantia says a deeper dive into statistics shows even more troubling concerns.

She says the most dominant age group within the 15 to 64 age demographic are people on the upper side, aged 55 to 64. Province-wide data shows that 68 per cent of people in this age range are working, but Haliburton County's rate is 10 per cent lower, at 58 per cent, Lamantia says.

So it appears as though Haliburton County has a higher-than-normal rate of early retirees – or people not working for other personal reasons.

"People in that age category are making a conscious decision to not work, I'm guessing," she said. "For an employer in Haliburton, it's about how do they attract younger people to the region? But then again, if they can't, how do they attract that older segment to start working again?"

Gaudette is exploring the unknowns, so the Highlands can find its way out of the crisis. The chamber put out a survey to community members, to sense how the pandemic has altered its workforce. The survey targeted people who've made a conscious choice to leave the workforce; it asked what was holding

them back from returning to the workforce and what industry they left.

But finding respondents in this hidden demographic, proved to be tough. Gaudette said the survey was sent out through a newsletter and other media channels, but it didn't yield enough respondents to give a definitive sense why workers aren't available to the extent they were before the pandemic.

"We thought there'd be an end point where we'd resume normal economics," he said. "But now it doesn't look like there's that same promise and it's a heavier burden for folks."

He suspects there are reasons why workers have not returned to work, after the rough pandemic years. Any information on that would be helpful as the community charts a new path.

"What supports and income are people living off that is enabling them to not be forced off into the labour market?" he asked. "Is it savings or investments? Did they sell property? Do they have social supports? Are they living off Mom and Dad? I don't know."

Gaudette meets regularly with other business leaders in the community, including Haliburton County's new economic development director Scott Ovell and Haliburton County Economic Development Corporation executive director Patti Tallman. They discuss issues impacting the community and the labour shortage almost always comes up.

"(Employees) can pick and choose because there are so many jobs out there," said Tallman, whose organization supports job creation and business growth.

She said the labour situation in the Highlands now is so tough on employers, that employees have a lot of power. "Some employers are to a point where they say, 'ok so, when can you work?' They're trying to fit people into their schedule so they can get some employees."

They can't work here if they can't live here

When the *Haliburton Echo/Minden Times* asked business leaders to propose solutions to the labour shortage, one answer came up constantly; housing.

"I hear of people not being able to buy a home because it's so expensive and no rentals are available for people to re-locate here," Tallman said. "There are people who'd prefer to move to a rural community and live cottage life, as opposed to living in a city, and there's no where to go."

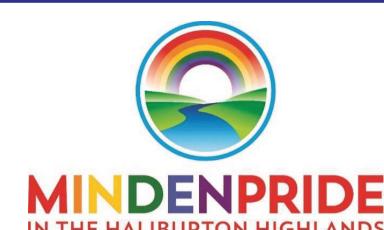
But solutions are being discussed. Tallman said she knows of a construction company that has bought housing for its employees, so out-of-towners who are interested in working here have a place to stay as they complete a project.

Lamantia says her organization speaks to employees and, anecdotally, she's also hearing that a lack of available housing is an issue, as is transportation, as many people don't have the means to get to an employer, or get to a school where they can gain new skills as they look for employment.

Gaudette has heard these concerns, too, and hopes the community will address factors that may be preventing people from even starting to job hunt in Haliburton County.

"The barrier used to exist at the finish line," he said. "Now that barrier has moved to the beginning. We can't get people to the door. How do we get folks that live here already what they need, so they can engage in the workforce?"

Even some of Haliburton County's most well-known and established tourism businesses are facing challenges.



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Advanced tickets \$20 available at comedy@mindenpride.ca or pick them up at Up River Trading in Haliburton or Minden and Wolf Moon Shop Minden. Tickets will be \$25 at the door. Limited tickets available.

from page 8

Andrea Hagarty has been with Minden's Bonnie View Inn for about 30 years and is still helping out, although she recently sold the resort to a new ownership group. She said the Inn has faced hiring challenges this year – and while other years have provided challenges – the Inn is going to greater lengths now to ensure the resort is well staffed.

This year, the Inn struggled to find an additional chef that would have allowed the resort to offer indoor dining. As a result, it's only offering dining on its patio.

"I searched for a team where we would offer free room and board and they could come live on site," she said. "We put it out everywhere. I advertised at colleges for chefs and so many places and we were unable to fill."

"It's not that we're not offering money – we're willing to be competitive, with the offer of free room and board, but I just haven't found anyone to even offer it to."

She said, from her experience, the labour market is different now than in years past, because more people that approach the Inn want part-time work, as opposed to full-time. That puts more pressure on senior staff to train people, who may only be there for a few months. She also said it's a challenge to find full time workers for the more experienced, senior positions.

The owner of another big Haliburton County tourism institution, Sir Sam's Ski/Ride, says he's been able to fill positions, but he's also aware that there's a shortage of workers and he must make his offers competitive.

"We're ok, but it hasn't been easy," said Doug Wilkinson, the new owner, who has overseen a revitalization of the chalet and is re-branding the massive venue as Eagle View.

As summer nears an end, Wilkinson said he'll soon need to make a plan to ensure he's got about 120 employees for the winter ski season.

He'd like to see the community host more job fairs and more programs that can encourage students to enter the workforce. He also realizes, he has to think about how his business can be a good and enticing employer in a competitive market.

"We have to tell ourselves that it's not just pay, it's the type of work you're providing, the benefits you're providing," he said, explaining that the hill offers its employees a seasonal ski pass, hoping the offer will attract workers.



A new model for sharing employees

Haliburton business leaders say a new model for managing hospitality employees could soon be adopted in the industry here.

Through her work with HCDC, Tallman recently visited a Peterborough-area employer to see how it was benefitting from Community Futures Development Corporation support programs.

She learned the employer has put their employees into a pool of available workers that is shared by four similar businesses in the city. Those employees are then invited to work shifts at any of the five business, when needed.

It's an opportunity for the employees to gain more hours and perhaps the equivalent of a full-time job through a combination of different employers, each of which may not be able to provide more than part-time hours.

"If you have three bartenders and one is working a day shift, maybe they want to take an evening shift to do a wedding for someone else," Tallman said, explaining how it works.

Wilkinson and Hagarty say that model is already happening here, but not in any formalized way. They say some of their employees juggle multiple jobs between different employers. It seems to be a win-win, as the businesses need the workers and those workers want additional income.

Tallman believes her organization, along with others such as the Haliburton County and the Chamber of Commerce,

could play a role in setting up an employee-sharing arrangement – perhaps a website – for a group of private employers, who would post what shifts they have available. This, she believes, could help small businesses fill positions, but it wouldn't solve every problem.

There would have to be a healthy number of available workers in the system and Gaudette pointed out it would raise some legal questions, such as whether the workers in the system would be considered an employee, bound to certain hours, or contractors.

But few, if any, are disputing that creative solutions are needed to address the issue. If not, Haliburton County's beautiful resorts, restaurants and stores will continue to face stress, resulting in economic hardships and the spiraling effects that come with that, such as burnout and mental health issues.

Gaudette says if the labour issue isn't addressed soon, Haliburton County's at risk of losing the small, independent businesses that give it its charm.

"Why go downtown in this community and buy local goods?" he asked, rhetorically. "Because it's about being in a beautiful downtown and interacting with people. There's value in that exchange. You can talk to someone with local knowledge. I feel that becomes unaffordable when you're all competing for the same 10 employees."

"We've been in crisis since the start of the pandemic, but it hasn't felt like there's been a crisis response to these issues."

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Gratitude for life saving act



Haliburton County Paramedic Service's paramedic, Jeff Schultz, from left, ambulance call officer (ACO), Laurie McIntosh came to see a fortunate and thankful survivor James Cook, who returned to Haliburton to thank everyone who helped save his life, which included ACO, Christopher Roscoe, ACO, Christina Stoppa, and paramedic, Jim Miska. Absent for the photo is ACO Paula Mogg. Cook, who has a fiancé employed in Haliburton, was working in the area when the call was made. /Submitted by Amy Brohm

James Cook is a burn survivor who has spent years in recovery and is now sharing his incredible story and is saying thanks to the ones that came to his aid. Cook shared his appreciation in person with everyone who helped him on that fateful day, the paramedics Jeff Schultz and Jim Miska and the ambulance call officers (ACO) from the Lindsay Central Ambulance Communication Centre, who all responded to the call at the Haliburton County Paramedic Service (HCPS) base in Haliburton recently.

Cook was at work one winter morning and the propane heater that was in the building, exploded. His first thought, and looking back, the one thought that probably saved his life, was to hold his breath.

"I just knew when I saw the blue flame, I had to take a deep breath and hold it as long as I could," he said.

Cook ran out of the building and threw himself into the snow, face down. As he lay in the snow, in excruciating pain he felt his keys and phone underneath him and asked Siri to call 9-1-1. His phone contacted 911 where he spoke with Paula Mogg, Christopher Roscoe, Laurie McIntosh and Christina Stoppa, the ACO's that remained on the phone with Cook until the paramedics arrived. Cook was very appreciative to them for talking with him and keeping him calm.

When the paramedics arrived responding from the Tory Hill base, Cook came out of his truck where he had been sitting after he came up from the snow. Cook stated that he never lost consciousness and he remembers everything from that day. The paramedics brought him into the ambulance and started to treat his injuries and pain. Enroute to Halibuton hospital they provided the details of Cook's injuries to the hospital staff and prepared for his arrival. Ornge Air Ambulance was contacted and Cook was flown to Toronto after he was stabilized in the emergency department.

Cook was flown to Sunnybrook Hospital where he could begin his recovery. After significant burns to his body, a multi-year recovery, COVID pandemic, he is still grateful for the first responders and healthcare staff who cared for him on that day.

HCPS thanks Mr. Cook and his beautiful family for spending a few hours and answering the hundreds of questions we had. Paramedics respond to many calls throughout their careers and quite often some follow them into retirement wondering what happened after they left our care. We understand why the information isn't available but appreciate former patients that take the time out of their busy lives to come and say thanks and share their story ... it is truly priceless and how we continue to do the work that we do.

Submitted

Melanie Hevesi
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Have a Safe and Healthy Summer!

Responding to adversity with pride and love

by VIVIAN COLLINGS
Times Staff

Many Pride events were formed in an act of replacing hate and violence with love and celebration.

Minden Pride followed suit.

It is a welcome place for all to feel safe and celebrated in the community, but was formed by local community members following the tragic shooting at the Pulse Nightclub in Orlando, Florida in 2016 where 49 people were killed and many more injured.

At the same time, a local storefront in Haliburton Village faced homophobic vandalism.

These two events proved that, even with a lengthy Pride history in the country, visibility, solidarity, and acceptance is always needed.

"I think visibility is incredibly important to any community. Growing up, it was in the 90s when I was coming to terms with my sexuality, and I grew up in a small town in northern British Columbia and didn't really have or see anyone else who was like me. I felt very, very alone and just scared," said Minden Pride committee member Reed Sacharoff. "I think it's just great for small towns in general to be getting a little bit of exposure to different people, different cultures, different backgrounds, and showcasing that and letting people know that it's okay to be different."

Minden Pride has grown since it was formed seven years ago, but their mission remains the same.

"Our mandate is to provide an opportunity for gay, lesbian, bisexual, and transgender people and their allies to celebrate our cul-



Chair of Minden Pride Allan Guinan, left, and Mayor of Minden Hills Brent Devolin raise the pride flag after speeches at the Township of Minden Hills Municipal Office during the flag raising ceremony to commence Minden Pride week on Monday, Aug. 22. /VIVIAN COLLINGS Staff

ture, heritage, and diversity by nurturing a safe community for LGBTQ2+ people of all ages," states the Minden Pride website.

This year, Minden Pride is featuring 12 events in Haliburton County from Monday, Aug. 22 to Sunday, Aug. 28.

"I do believe that with every year, Pride continues to get bigger and better. It has truly become a community event that we are seeing so many businesses want to get involved with, and interest seems to continue to grow. The amount of support and interest from community partners and local businesses is

outstanding," said Minden Pride committee member Emily Stonehouse.

Tea dances

This year, one of the events included in the lineup is the Toolbelts and Tiaras Tea Dance this Saturday from 3 p.m. to 6 p.m.

The event is an ode to the tea dances of the 1950s and 1960s that became popular among the LGBTQ2+ community when there were laws in North America and England against same-sex dance partners.

In New York, police would raid any establishment serving alcohol to or allowing those in the LGBTQ2+ community to dance.

To avoid attracting the attention of authorities, organizers instead chose to serve tea and hold the dances between 5 p.m. and 7 p.m. on Sunday afternoons.

Note: Per National Geographic, prior to the 1990s lesbian, gay and bisexual activists adopted the LGB acronym, which has since expanded to LGBTQ2+ to be more inclusive.

Over the rainbow

This year's Minden Pride festivities were initiated on Monday, Aug. 22 with a rainbow flag raising at the Minden Hills Municipal Office.

"It's wild seeing the number of rainbow flags and everything you see in town right now. I think it's important for people to know there are other people like them around. The visibility is incredibly important, even when people are still unsure of who they are," Sacharoff said.

The rainbow flag, also known as the pride flag, was designed by artist Gilbert Baker in 1978.

Baker was an openly-gay drag queen and was asked by Harvey Milk, the first openly-gay man to be elected for office in California, if he would design a symbol for the LGBTQ2+ community.

The colours in the flag were meant to represent a community of people from different races, ages, and genders.

A new symbol was needed to promote inclusivity and celebration, as the only symbol for the community up until the 1970s was

see MINDEN page 12

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Location: Minden Municipal Office parking lot

MONDAY AUGUST 22ND HEALING COLOURS QUEER WELLNESS NIGHT AT DIMENSIONS

Time: 5:30 pm
Location: Dimensions Algonquin Highlands
For more information contact pride@dimensionsretreats.com

TUESDAY AUGUST 23RD MEET & GREET

Time: 5 pm Location: Boshkung Social

WEDNESDAY AUGUST 24TH DRAG STORYTIME – HALIBURTON

Time: 3 pm Location: Haliburton Library

WEDNESDAY AUGUST 24TH QUEER COMEDY NIGHT

Doors Open: 7:30 pm
Location: Haliburton Legion, Club Room

THURSDAY AUGUST 25TH DRAG STORYTIME – MINDEN

Time: 3 pm Location: Minden Library

THURSDAY AUGUST 25TH DRAG COCKTAILS

Time: 5 pm
Location: EAT Cheeserie + Cocktails

THURSDAY AUGUST 25TH TRIVIA NIGHT

Time: 7 pm Location: The Dominion Hotel

FRIDAY AUGUST 26TH VIVA BURLESQUE

Time: 7:30 pm Location: Pinestone Resort

SATURDAY AUGUST 27TH TOOLBELTS & TIARAS TEA DANCE

Time: 3-6 pm Location: Grill on the Gull Patio

SUNDAY AUGUST 28TH PRIDE RIVER PARADE

Time: 12:30-1:30 pm launch
Location: Gull River, Rotary Park
Float down the Gull with PRIDE.
Register at float@mindenpride.ca

SUNDAY AUGUST 28TH STREET FEST 2022

Time: 1-3 pm Location: Water Street
Join over 20 vendors and entertainers in celebrating PRIDE in the Highlands.



Minden Pride rooted in inclusivity

from page 11

the “pink triangle.” The triangle was used by Nazis during the Holocaust to shame and identify those in the LGBTQ2+ community.

The rainbow flag was also said to have been inspired by Judy Garland’s singing of “Somewhere Over the Rainbow” in the Wizard of Oz.

The rainbow flag has proved to withstand the test of time, and continues to be the universal symbol of Pride.

The first one was raised on Parliament Hill in Ottawa in 2016.

Historical pride events in Canada

Up until 1973, homosexuality was stated as a “disorder” in the Diagnostics and Statistics Manual of Mental Disorders.

In 1974, the “Brunswick Four” were arrested from the Brunswick Tavern in Toronto, and the lesbians faced violence from officers.

This was one of the first times in Canada that people in the LGBTQ2+ community received coverage by the press.

In 1979, Vancouver and Montreal hosted the first official Pride festivals in Canada, followed by Edmonton in 1980.

Police arrested 300 men from four gay bathhouses in Toronto on the same day in 1981, making it one of the largest mass arrests in the country. The protests held in retaliation to these senseless arrests formed into the first Toronto Pride celebration.

In 1990, only 33 years ago, the World Health Organization finally removed homosexuality from being declared a “mental



disorder.” Sexual orientation was added to the

Canadian Human Rights Act in 1996.

In 2000, Bill C-23 was introduced and later passed to allow same-sex couples the same common-law benefits as opposite-sex couples.

In 2005, Canada became the fourth country in the world to allow same-sex marriage.

Inclusivity in Minden

Minden Pride is a not-for-profit organization in Haliburton County that aims to promote inclusivity by carrying on the legacy of other

Chair of Minden Pride Allan Guinan speaks during the pride flag raising ceremony at the Minden Hills Municipal Office to commence Minden Pride week on Monday, Aug. 22. /VIVIAN COLLINGS Staff

Canadian Pride organizers that came before.

Sacharoff is the owner of the Wolf Moon Shop on Newcastle Street in Minden, and recently moved to the area at the beginning of the COVID-19 pandemic.

The business owner joined Minden Pride to not only be able to use a background in digital marketing to benefit the organization, but also to be part of an accepting community of people.

“I grew up in a small town, and I wanted somewhere that was definitely similar, but not too far from the city, but still had a pretty great arts community. I do feel like I ended up in a great location. I feel like I’m finding my community here,” Sacharoff said. “All the products [for the Wolf Moon Shop] are coming from brands that are led by either BIPOC, LGBTQ2+, or female and small businesses, and being queer myself, it just seemed like a really natural fit to be working with them.”

The first thing Sacharoff did as a committee member was create the “let’s get” campaign for Minden Pride which included teaser postcards and a video.

Stonehouse joined the committee to be able to share her social media expertise and to work with other creative people.

“I will be involved with as many events as I can this year, and encourage everyone to come out and enjoy as many as they can. From a comedy night to a float down the Gull, there is truly something for everyone, and it’s a fantastic environment for people to feel welcome and truly just be themselves in every way.”

More information about this week’s Minden Pride events can be found at mindenpride.ca.

FRIDAYS at the FAIRGROUNDS 2022

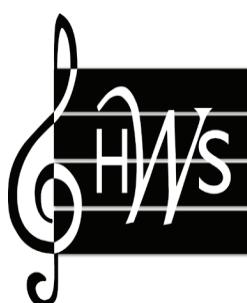
Friday Evenings at the Fairgrounds carries on the tradition of Music by the Gull ~ at Bobcaygeon Rd + Fleming Rd
* Ample Parking * Bring a lawn chair * All Welcome!

Live Music Schedule

6:30 to 8:00 pm:

August 26 • Not Responsible > pop and American Songbook

September 2 • Chad & Co. > pop, rock and blues



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by: P. I. Tchaikovsky

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(In Russian with English Subtitles)

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AUGUST 25TH, 27TH, & 29TH - 7:30PM AUGUST 28TH - 2:00PM

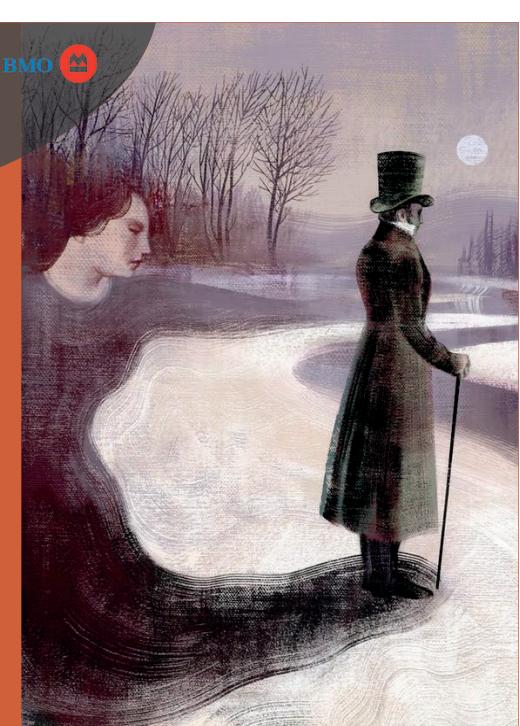
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N.B. a portion of proceeds from Onegin will be donated to support UKRAINE.

TICKETS & MORE INFO

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Painting image by Anna and Elena Balbusso Twins



A golfer puts at Blairhampton Golf Club during the Volunteer Dental Outreach Golf Tournament.



Melanie Vigrass drives her ball from the first hole at Blairhampton Golf Club during the Volunteer Dental Outreach Golf Tournament.

Swinging for a cause

Sue Desroches, Sandra Slauenwhite-Box, Melanie Vigrass, and Stephanie Lynch stop for a team photo after competing in the putting competition at Blairhampton Golf Club during the 12th annual Volunteer Dental Outreach Golf Tournament on Thursday, Aug. 18. The tournament drew 140 participants. /VIVIAN COLLINGS Staff



LPGA pro Sue Ertl chats with a team of golfers before challenging them on the 17th hole.



A golfer in the Volunteer Dental Outreach (VDO) Golf Tournament hits from the 17th hole to see if his ball gets closer to the hole than LPGA pro golfer Sue Ertl.



Barbara Millington, from left, Kim Restivo Galea of the Kinmount District Health Services Foundation accepts a \$1,500 cheque from Martina Makary and her husband, Sam Iskander, owners of the Kinmount Pharmacy. /Photo courtesy of Susan Forrester, Forrester Photography, Haliburton.

Kinmount steps up for health services with annual Journey

The Kinmount District Health Services Foundation (KDHSF) hosted its 24th Annual Journey for Health under sunny skies on Sunday, Aug. 14.

Thirty participants raised close to \$8,500 by walking or jogging from Austin Sawmill Heritage Park in Kinmount, south to the Crego Creek trestle bridge and back, which is about seven kilometres.

Special guests supporting the event were the honourable Jamie Schmale, MP for Haliburton-Kawartha Lakes-Brock, and his executive assistant, Andrew Hodson, and the honourable Laurie Scott, MPP for Haliburton-Kawartha Lakes-Brock. Both politicians took time to hear about the challenges the KDHSF is having in recruiting family physicians.

Kinmount is not alone in needing additional doctors. According to the Ontario College of Family Physicians, 1.3 million Ontarians live without a family doctor (source: life-withoutadoctor.ca). The Canadian Medical Association is also encouraging all Canadians to advocate for strong and accessible health care systems. Information is provided on their website healthadvocates.cma.ca/.

The KDHSF is a registered charity that supports the Kinmount and District Health Centre. They are actively recruiting family physicians. Visit their website at www.kdhc.ca for details.

Submitted by Susan Forrester

Fulfilling a childhood dream

by VIVIAN COLLINGS
Times Staff

My Great-Grandmother once said to me, "truth is stranger than fiction," and this year, I'm really believing it.

I'm Vivian Collings, and I joined the *Haliburton Echo and Minden Times* team in my hometown as a full-time reporter in April.

I've been here for almost five months now, but I still find myself pausing from my work in disbelief of where I am and what I get to do.

I always looked forward to Tuesdays and Wednesdays as a kid after getting home from Archie Stouffer Elementary School, and later Haliburton Highlands Secondary School, because either the *Echo* or *Times* would be in my mailbox.

Most kids do that, right?

I was so excited to see what was going on around the county, to look at the photos, and to read Steve Galea's humour columns.

Community events were, and, likely, always will be, my favourite part about Haliburton County. I dreamed that I would one day get to take photos at events, speak with and meet lots of wonderful people, and write about the experience.

Truth is certainly stranger than fiction.

After graduating from HHSS in 2017, I wasn't sure what I wanted to do for a career. I applied to both college and university journalism programs as well as programs in art and design.

After doing too much Googling, I felt discouraged about pursuing journalism. I was convinced that I wouldn't get a job in a small town working for a newspaper, and I certainly didn't think it would be feasible in my beloved hometown.

Definitely not wanting to live and work in a city, I let the dream go.

I decided on a year-long accelerated program called integrated design at Fleming College's Haliburton School of Art + Design (HSAD) campus which allowed me to stay home for an extra year.

From there, I pursued interior design, lived in Peterborough, then Waterloo, and then moved back home when the COVID-19 pandemic hit and classes changed to online learning in March of 2020.

With COVID-19 health measures still in full-force, I decided to stay home in 2021 and receive my integrated design diploma by completing the digital image design certificate program at HSAD.

HSAD is a magical place, and, if you ever get the chance to visit the campus, please do.

After that, I realized more than ever that



Vivian Collings said it's a dream come true to work as a reporter for the *Haliburton County Echo* and *The Minden Times*. The Red Hawks alumnus remembers reading the *Echo* as a girl growing up in Haliburton. /DARREN LUM Staff

Haliburton was where I wanted to be.

Using the pandemic as an excuse to stay once again, I was able to find work that used my design skills, and I got involved in lots of community initiatives and events.

Eventually, I found myself taking photos at events here and there for the *Echo*.

That quickly led to being asked to write a couple of stories, and eventually, to my surprise, a full-time job offer.

Now, I think I have a really good excuse to stay.

I get a little teary thinking about the little girl sitting at home reading the local paper years ago, because that same girl gets to sit in the *Echo* office and write for you now.

That must be the definition of "full-circle?"

I couldn't be more grateful to be part of such a talented and dedicated team.

I am so excited to be able to shed light on all parts of Haliburton County with photos and words and to continue to meet and speak with incredible people every day.

If you'd like to contact me, please, don't hesitate to reach out by email: vivian@haliburtonpress.com, or at 705-457-1037 ext. 39.

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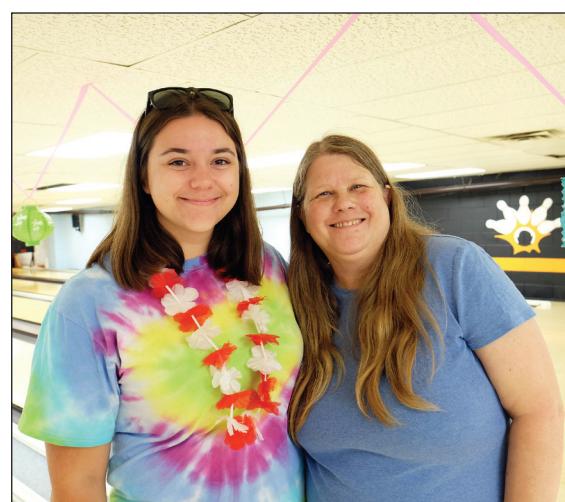
Haliburton and District Lions Club president Tina Hadley, from left, and members Eliz Matthews and husband Gary cheer on a teammate.



Ruby Mansfield and her father Andrew share a moment between frames at the Bowl for Kids' Sake fundraiser.

Everyone wins at Fast Lane

Big Brothers and Big Sisters of Kawartha Lakes - Haliburton executive director Janice Balfour bowls at the Bowl for Kids' Sake fundraiser for the Big Brothers and Big Sisters of Kawartha Lakes - Haliburton's mentoring programs on Saturday, Aug. 20 at the Fast Lane Bowling Alley in Minden. This year's fundraiser was a "Pool Party" themed event. /DARREN LUM Staff



Big Brothers and Big Sisters of Kawartha Lakes - Haliburton event and community engagement coordinator Ciara Moore and its executive director Janice Balfour were appreciative of the support by participants and for local businesses who donated silent auction items to the Bowl for Kids' Sake fundraiser for the Big Brothers and Big Sisters of Kawartha Lakes - Haliburton's mentoring programs.



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For more information please visit our website

Huskies hello

Haliburton County Huskies player Henry Wilson attempts a wraparound goal on goalie Christian Linton during the team's Blue versus Grey intersquad game on Sunday, Aug. 21 in Haliburton. The Huskies season and home opener is scheduled against the Cobourg Cougars at the S.G. Nesbitt Memorial Arena on Sept. 10 in Minden. /DARREN LUM Staff



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3							7	
7	9		2	6				
					2			
2			9					
			1					3
9	8	4		5				
		5	7					
4					3	8		
	3	1					4	

Level: Advanced

Here's How It Works:

Sudoku puzzles are formatted as a 9x9 grid, broken down into nine 3x3 boxes. To solve a sudoku, the numbers 1 through 9 must fill each row, column and box. Each number can appear only once in each row, column and box. You can figure out the order in which the numbers will appear by using the numeric clues already provided in the boxes. The more numbers you name, the easier it gets to solve the puzzle!

Answers on page 17

Labour of love shared

Jeff Moulton's first album comes from the heart

by DARREN LUM
Editor

Bill Jasma.

The album's three songs, *Maxine*, *The Dance* and *The Loneliest Man in the World*, are a tribute to his cousin (by marriage) and mentor, Jasma. His mentor had a band with Brendan Flanagan and Chris Bosy in the 1980s, who wrote these songs. Moulton wanted to share them with others since they were never recorded.

He said this album was an attempt at "trying to put out the best stuff that I've written and [what]my cousin's band wrote, and it's a very classic rock nature, which was what I was brought up with. So, that's what the album sounds like. So, if you're a fan of that genre of music, I think you would like this album."

Moulton said the album was delayed by COVID, health issues and other circumstances.

Just being able to complete this album is a success.

"So, just the fact that I was even able to complete the project for me is, is a measure of a success. I didn't know if I'd ever get to that point with everything that was going on," he said.

He is grateful for being able to meet Joudrey, who was instrumental in this process to complete the album. He met his engineer through Facebook and after correspondence (with delays due to the pandemic) the two were able to come together this past spring to record the album, which was released a few weeks ago.

This is passion project that Moulton wanted to complete for a few years.

"It's just something that's been on my bucket list for a while," he said.

See Moulton live at the Trading Bay Dining Co. in Dorset from 2 p.m. to 5 p.m. on Sunday, Sept. 4, at the Dominion Hotel in Minden from 7 p.m. to 10 p.m. on Sept. 9 and at the Haliburton Highlands Brewery from 2 p.m. to 4 p.m. on Sunday, Sept. 11.

For more information about Jeff Moulton and his album go to his website at jefferymoulton1.wixsite.com. Find his album on iTunes and Spotify.



Local musician Jeff Moulton is proud of his work to have his album, Labour of Love ready for sale. /Submitted

Winners announced for Mannequin Madness

The mannequins have spoken ... or at least the mannequins have been examined and we have some winners to announce for this summer's contest, Minden Mannequin Madness.

Up first in the Fun award for the mannequin who drew the biggest smile. Roxanne stood at the side of Highway 35 through rain, sleet and sunshine ... okay, maybe not sleet, waving her checkered flag at the Minden Experience Fun Park. Backed by a sporty car, a grounded Spitfire and a marooned yacht, she waved her checkered flag at passersby with the only arm attached to her body. According to the owners of the Minden Experience Fun Park, Roxanne, as they named the mannequin, attracted a great deal of attention and was a great conversation starter when people dropped by to inquire. Considering her dangerous pastime, it is good thing she is wearing a helmet.

The Minden Look award went to Suzie at Animal Cracker Pet Value Store in the Jug City Plaza. We are told by the store's owner Susan Andresen that Suzie spent some time in pieces in the back room of the store frightening small children who looked in to see what the heck was going on. Fortunately, with the help of Susan, they are not related, Suzie was able to pull herself together and either stand next to the front counter or lingered in front of the store with her bottle of pilsner. Suzie chose an outfit of matching black boots, blue jeans snappy checked shirt and an apron. The entire ensemble was set off by a jaunty straw hat crowning her flowing raven locks. Since her face is missing, we were unable to ascertain if she was smiling or crying. Perhaps she is an avid hockey player and she is ready for the face-off ... or perhaps she is a work in progress.

Our final grand prize winner goes to Mali, who graces the entrance to Suwan's Thai Cuisine, seen here with owner Suwan Khamduang. Wearing a traditional Thai wrap she is ready for the celebration of New Years in Thailand or perhaps her own wedding. Mali might want to consider some facial interventions. Her skin has the rasp of rough hair. This could be the result of a transplant that gave her the head of a coconut. She should also do something with that moustache before heading out on the town. We wish her luck.

Each of the aforementioned mannequin creators will receive a cash prize of \$100.

Honourable mentions include: The unnamed golfer standing in the pro shop at the Gull River Golf Club. He could probably improve his game if he had a head; at the Minden Equipment Rental you'll find Lurch, dressed for some serious chain sawing, with all the requisite Stihl safety equipment; and finally an intrepid reporter/editor called Sue stands at the *Times* window, keeping an eye out for breaking stories. All of the honourable mentions, except Sue, will receive a gift certificate for a quarter page ad in the *Times*, courtesy of David Zilstra and the gang at the *Times* and *Echo*.

So thanks to everyone who participated in the Minden Mannequin Madness and for their creative designs. The mannequins will be on display until Labour Day if you care to drop by any of these businesses and have a look.

Submitted by Jack Brezina

SUDOKU SOLUTION

3	1	2	6	5	4	9	7	8
5	7	8	9	3	2	6	1	4
6	4	9	1	8	7	2	5	3
1	2	4	3	7	9	8	6	5
7	5	6	2	1	8	4	3	9
9	8	3	4	6	5	7	2	1
8	6	5	7	4	3	1	9	2
4	9	7	5	2	1	3	8	6
2	3	1	8	9	6	5	4	7



The Fun award went to Roxanne at Hwy. 35 representing The Minden Experience.



The Minden Look award went to Suzie at Animal Cracker Pet Value Store in the Jug City Plaza.

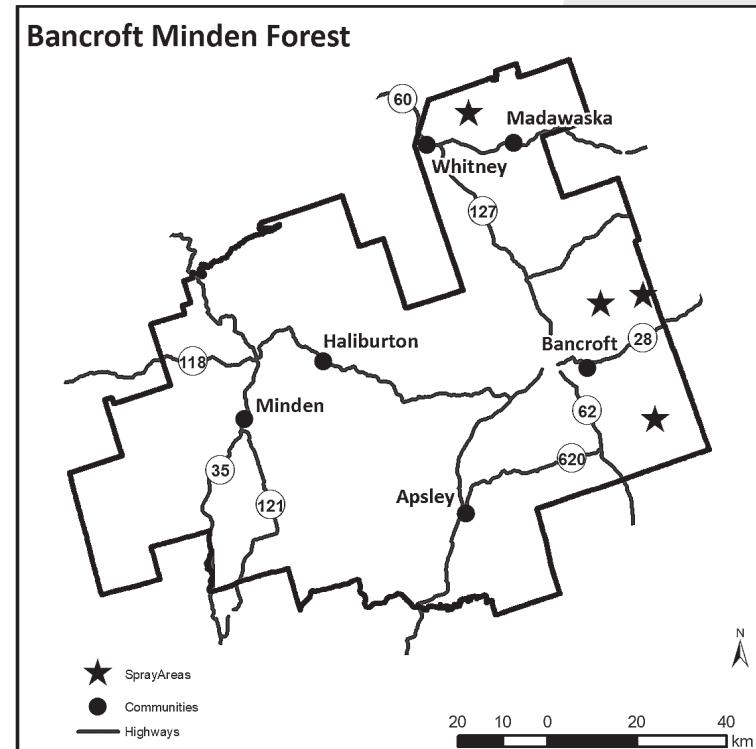


Grand prize winner goes to Mali, who graces the entrance to Suwan's Thai Cuisine, as seen here with owner Suwan Khamduang.

INSPECTION

Inspection of Approved Aerial Herbicide Project for Bancroft-Minden Forest

The Ontario Ministry of Natural Resources and Forestry (MNRF) invites you to inspect the MNRF-approved aerial herbicide project. As part of our ongoing efforts to regenerate and protect Ontario's forests, selected stands on the **Bancroft-Minden Forest** (see map) will be sprayed with herbicide to control competing vegetation, starting on or about: **September 1, 2022**.



The approved project description and project plan for the aerial herbicide project is available electronically for public inspection by contacting the Bancroft Minden Forest Company (BMFC) during normal business hours and on the Natural Resources Information Portal at <https://nrip.mnr.gov.on.ca/s/fmp-online> beginning **June 1, 2022 until March 31, 2023** when the Annual Work Schedule expires. The treatment locations are in the eastern portion of the unit in the townships of Monteagle, Carlow, Cashel and Whitney. Landowners and First Nation Communities within 1 kilometre of the treatment area will be contacted in a separate letter.

Interested and affected persons and organizations can arrange a remote meeting with MNRF staff to discuss the aerial herbicide project. For more information, please contact:

Ernie Demuth, R.P.F.
Management Forester
Ministry of Natural Resources and Forestry
tel: 613-202-2208
e-mail: ernie.demuth@ontario.ca

Svetlana Zeran, R.P.F.
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Minden Times

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7217 Gelert Road
P.O. Box 870
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K0M 1S0

Attention: Kim Robinson, Executive Director

Deadline for applications is September 30, 2022. Only those selected for an interview will be contacted.

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400 EMPLOYMENT OPPORTUNITY

560 ANNOUNCEMENTS



JOB OPPORTUNITIES Community Services Department

We are currently looking for energetic and motivated individuals to join our Community Services team in the following positions:

Students

Are you a student age 15+, enrolled in or returning to high school or post-secondary this fall and looking for some extra income during the school year? We are currently accepting resumes for Student Arena Attendants and Student Recreation Attendants for the Minden Arena and Recreation Complex facilities. These are casual positions, maximum 24 hours/week and rate of pay is \$15/hour.

Operator (for a maternity/parental leave)

For the operation and maintenance of the community recreation facilities, parks and cemeteries. Moderate to heavy physical demands and manual labour required. A full time, union position for a temporary term beginning in October 2022. A valid minimum "G" Drivers' Licence is required. 40 hours/week, variable shifts, rate of pay is \$25.03/ hour as per local 4286 CUPE Collective Agreement. Earnings subject to union dues.

Operator (casual position)

Duties include operating and maintaining community recreation facilities, parks and cemeteries. Moderate to heavy physical demands and manual labour required. A valid "G" Driver's Licence is required. A casual, non-union position, maximum 24 hours/week, variable shifts including evenings and weekends. Rate of pay \$18.54/hour.

Customer Service Representative (casual position)

Front counter staff, delivering a broad range of customer service activities, including general customer service, responding to inquiries from the public, facility users, program participants and staff as well as providing basic clerical and administrative support. A valid "G" Driver's Licence is required. A casual, non-union position, maximum 24 hours/week, variable shifts including evenings and weekends. Rate of pay \$18.54/hour.

Visit our website at <https://www.mindenhillsc.ca/careers/>
 or email sprentice@mindenhillsc.ca to apply



The Minden Times is seeking a talented Editor to join our award-winning team in the heart of Ontario's cottage country. The incumbent will be responsible for overseeing production of the Minden Times. This position includes liaising with the Publisher, reporters, advertising and production departments as well as general reporting and writing a weekly editorial.

The preferred candidate will possess the following:

- A diploma or degree in journalism
- Outstanding copy editing skills
- Experience in/understanding of community newspapers
- The ability to juggle numerous responsibilities while meeting multiple deadlines
- Excellent time management
- Demonstrated photography and photo editing skills
- Firm command of spelling, grammar and Canadian Press style
- Must be willing to relocate to Minden, Ontario
- Working knowledge of Adobe Photoshop and InDesign software
- Access to a vehicle and valid driver's licence

Interested candidates should forward resumes and writing samples to Publisher David Zilstra at david.zilstra@haliburtonpress.com no later than September 7, 2022.

HAPPY 50TH ANNIVERSARY Roger and Debra Dart August 26, 1972



Mom & Dad - Grandma & Grandpa
 Congratulations and all our love!

*Devon, Jane, Sebastian, Felix, & Dominic
 Lauren, Ryan & Gavin*

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Minden Times Classifieds

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580 NOTICES

Burial Service

Ronald Wesley (Ronnie) Rivers

July 8, 1946 ~ April 25, 2022

With sadness we announce Ronnie's passing in the province of Alberta. He is the son of the late Wes and Alice, father of Troy, brother to Mervyn (Rhonda~2012), Jean, Lorrie (Burt), Ray (Adele), Wendy (Neil), Roy (Celine). Fondly remembered by many nieces, nephews, family and friends.

For many years he lived "Out West" working throughout much of the country and beyond, from behind the windshield of a truck. Ronnie has jammed his last gear and hung up his old twelve string guitar, but he will pick and sing the golden country oldies as long as our hearts and memories last.

Burial of his ashes will take place on Saturday, August 27, 2022 at 12:00 pm at the Minden Cemetery, 200 Bobcaygeon Rd, Minden. Reception to follow at the Royal Canadian Legion Br#129 in Haliburton from 2pm - 4pm.

650 OBITUARIES

John Andrew Peel

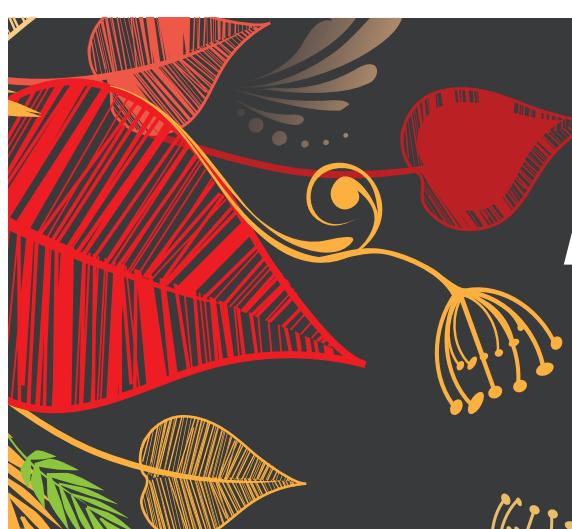
It's with profound sadness we announce the passing of John Andrew Peel on June 10th, 2022, in his 79th year. John passed away doing what he loved the most, working and helping others. Survived by his loving wife of 57 years, Barbara, daughter Susan, grandchildren Freyja (Jalen), Carson (Beth) and Dakota (Max), and his great grandchildren, Laken, Tekoa, Sitka, Zia and Thatcher. He was a loving husband, father, grandfather, great grandfather, friend, teacher, and mentor. Many will remember him as "A jack of all trades", "a MacGyver" or "He could literally fix anything." He will be missed immensely by many.

The picture of the note is one that he kept on his bed side table to remind himself of his values and his motivation each day. The picture of the trees and the sky is what he would have been looking at when he left us.

A celebration of John's life will be held on his birthday, September 2nd, 2022 from 4-7 pm, at Killara Station, 5205 Gelert Road, Minden Ontario

Please bring along a story to share or leave a memory of John in his memory book.

In lieu of flowers, a memorial tree is to be planted at the location of John's death, donations can be made at Country Rose in John's name. Donations can also be made to the Haliburton United Church which has been John and Barbara's place of worship and community for over 50 years.



Memories, share them here...
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The Times

Minden

65¢

Will be tested in September

'Modified' 24 hour hospital schedule

by Andrew Milne

The local health board approved plans Friday for 24 hour service at the Minden hospital after Labour Day.

Sort of.

The hospital will have a doctor present 24 hours per day. However, the hospital's administration is not planning to have nurses on duty from 8 pm to 8 am.

Instead, says hospital administrator Foster Loucks, the local ambulance attendants will be asked to base their operations at the hospital through the night, and an RN will be on call.

The board has given Loucks the go-ahead to attempt the move on a temporary basis — for the month of September — provided some legal issues can be resolved, and provided the move can be negotiated with the ambulance service.

Whether the service will continue on that basis after September, say board members, will depend on how well it works, and how much it costs.

"I think we should be prepared to try this," said board chair Hugh Nichol at the Friday meeting. "I don't think we know yet how it's going to work out."

The hospital's administration has had preliminary discussions with the ambulance service about the move.

The configuration is likely unique in Ontario, at least in recent history — but it might well be along a road other such facilities will soon be following. As Loucks said, though the reason for the move is financial necessity, it is a direction governments have been pushing toward — under the rubric of health care 'restructuring' — for some years.

"I've been trying to present it to the staff that way, when they've been asking about what happens after Labour Day," he said. "The point being that health care restructuring isn't just about dollars — it's about the roles different professions play too... We're not talking yet about the ambulance attendants getting more involved in actually treating the patients, but that's where we understand we're probably headed."

Currently, says Loucks, the attendants' role isn't expected to change much. They're expected to be an additional presence in a lonely building — company for the doctors, and maybe an additional pair of hands, little more. "Even what those pairs of hands can do," says Loucks, "is something we're going to have to deal with... There are labour issues here, a lot of issues. It's going to get complicated."

The reason for the move, ultimately, is money. The local Haliburton Highlands Health Services (HHHS) board, only recently incorporated and without reserves, is running two facilities — the Minden and Haliburton hospitals, which, like rural hospitals throughout the province, have been running deficits for years. Hospital funding is generally expected to be reduced further in coming years, in the provincial government's push to reduce its deficit.

Minden's doctor shortage has eased, if only partially. The board is bringing in a rotating roster of emergency physicians from neighbouring communities — Lindsay and Barrie among them — to staff the emergency ward. The provincial government, other cuts aside, has recently introduced a \$70/hour 'top-up' salary for doctors working emergency wards after hours, easing the burden on both the Minden and Haliburton hospitals (Haliburton negotiated with its physicians to pay a top-up out of the operating budget prior to the introduction of the provincial subsidy — something that had further aggravated the hospital's debt).

(more on page 2)

Fall fair parade winner



They came from all over Ontario to participate and win prizes in this year's Haliburton County Fall Fair parade. Jocelyn Anderson travelled from Oshawa to be a participant and won two prizes for her efforts. She received first prize for the best decorated bicycle for youngsters under eight and for best child's costume reflecting the Pioneer Days theme. For more photo's from Saturday's activities at the fair, see pages six and seven. Competition results will appear in next week's edition of *The Times*.

Board approves visiting paediatric services

by Andrew Milne

For the first time in a long time, Haliburton county residents are going to have paediatricians available to them locally.

Dr. Norm Bottum, chief of staff for the Haliburton Highlands Health Services (HHHS) board, received permission from the board Friday, to arrange for the use of space at the Minden hospital for a group of paediatricians interested in holding clinics

locally. The specialists would be available to local general practitioners on a consulting basis.

The clinic means parents whose children are referred to paediatricians will no longer necessarily have to make a trip south to see the specialists.

Said board member Hugh Nichol, "I know I've had emergencies in my family, and had to make that long drive to Peterborough... This is just great."

Assault stories are groundless

Reports circulating through the county that a number of sexual assaults had taken place during the past few weeks are groundless. According to OPP Constable Mike Landry, while there have been a number of assault investigations initiated recently, none were classified as sexual assault or rape as the rumours implied.

"I don't know how these stories get started, but there is no basis to them. August has been a busy month for us so far," he said, with a large number of domestic disputes, but there have been no sexual assault cases.

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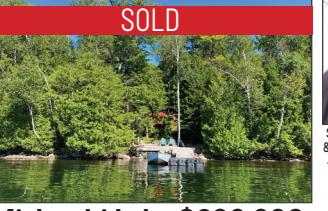




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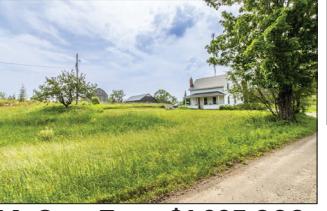




Susanne James* & Andy Mosher*
457-2128 x 133

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Melanie Vigrass*
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Wiley Lake \$349,000

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Lindsey Wilkinion*
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